



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 25TH INFANTRY DIVISION AND US ARMY HAWAII  
SCHOFIELD BARRACKS, HI 96857-6000

REPLY TO  
ATTENTION OF

APVG-CG

09 August 2013

MEMORANDUM FOR ALL Leaders and Soldiers Assigned to the 25<sup>th</sup> Infantry Division

SUBJECT: Commanding General's Policy and Guidance for Physical Readiness Training

1. References:

- a. Building The Soldier Athlete
- b. TC 3-22.20 "Army Physical Readiness Training"
- c. 25<sup>th</sup> ID "Fitness Forum", <http://www.25idl.army.mil/fitness.html>
- d. US Army Physical Fitness School, <https://www.jackson.army.mil/sites/tssd/pages/284>
- e. R.A.W. 4.0
- f. AR 600-9, The Army Weight Control Program

2. Purpose. To establish a baseline policy for Physical Readiness Training (PRT) in the 25<sup>th</sup> Infantry Division.

3. Philosophy. We are the strength of the Division. Regardless of remarkable advances in technology, humans will always dominate the battlefield. Our ability to fight and win depends largely on our physical, emotional, and mental strength, fitness, and stamina. The physical demands of current operations require endurance, strength, and mobility. Our physical training programs and assessments need to be designed to build and measure our effectiveness in all three areas, not simply to score well on the APFT. The key is establishing cross-functional PRT programs that are tailored to each unit's MOS and combat mission. We must be able to accomplish our mission in combat, and our most physically demanding tasks while in training. Our PRT programs must include the rigor and cross-functional fitness principles to accomplish both. In addition, the absolute essentials for all unit PRT programs are small unit leader development, structured, well-balanced training schedules, initial integration for new Soldiers, and injury prevention and rehabilitation programs that return recovering Soldiers to full capability as quickly as possible. To get the most out of our physical readiness, we must think and act like Soldier Athlete Warriors. I believe the most important part of our day, individually and collectively, is how we start the day, with combat-focused physical readiness training.

PRT is not just the basis of an individually physically fit soldier; it establishes the foundation for effective, well rounded Lightning Warriors embodying the Lightning Strong concept. As our Soldiers increase their level of fitness and overall health through effective PRT coupled with resiliency, recovery, and nutrition, they will see corresponding gains across all Dimensions of Lightning Strong. The end result is a more fit and disciplined force, allowing leaders and units to focus on building our war fighting capabilities.

## 4. Policy.

a. General Physical Training Programs. Unit commanders will design physical training programs based on the Soldier Athlete Warrior concept provided on the 25<sup>th</sup> ID "Fitness Forum" webpage which incorporates the eight principles of exercise (progression, regularity, overload, variety, recovery, balance, specificity, and precision). Programs focused on building Soldier Athlete Warriors obtain a higher level of performance, reduce injuries, and provide the desired exercise variety. You will also include combat-focused physical training using unit mission equipment in your programs. Our goal is to have positive, confident, disciplined Tropic Lightning Warriors who are physically, emotionally, and mentally prepared and are functionally fit to dominate any challenge relevant to their combat missions.

Physical Training Guidance. All Tropic Lightning Soldiers will conduct PRT when in garrison between 0630 and 0930 hours daily. This does not mean that PRT must last until 0930; it simply means that units CAN conduct PRT up to 0930 hours. Battalion Commanders are the approving authority for any PRT sessions starting earlier than 0630 hours, including foot marches. Battalion Commanders may extend PRT hours beyond 0930, but must allow for adequate Soldier recovery time, including personal hygiene and nutrition. No activities will interfere with scheduled PRT sessions. Morning PRT is not only intended to develop strength in fitness, but also self-discipline. The first formation of the day allows leaders to teach, train, mentor, and build discipline in our ranks. If Soldiers' duties prevent them from conducting PRT during these hours, commanders will establish PRT at an alternate time during the duty day. All PRT sessions are organized unit level activities. Units are prohibited from conducting organized sports during PRT hours (0630-0930). During field or live fire training, commanders will program field PRT into the training schedule, in order to maintain progressive fitness levels.

b. Required Components of Physical Readiness Training Sessions. All PRT sessions will consist of the following four required components: movement preparation (10 to 15 min), main exercise session (40 to 70 min) recovery (10 to 15 min), and nutrition (NLT 60 min after recovery).

c. Tactical and Conditioning Foot Marching. Foot marching will remain an important component in our conditioning and combat readiness. In addition to building physical endurance and mental toughness, it is an excellent tool for measuring the discipline of a unit. It is the means to an end, not the end itself; our formations must be able to fight and win upon completion of the march. I expect leaders to take a thoughtful and progressive approach to prevent needless injuries and ensure sustainable combat readiness for mission accomplishment.

## (1) Baseline.

(a) Every Soldier and unit must sustain the ability to move tactically on foot 6 miles in our combat kit consisting of the Army Combat Helmet (ACH), Ballistic Protective Lens' (BPLs), Army Combat Uniforms (ACUs), Field Load Carrier (FLC), assigned weapon, Camelbak, gloves, boots, and assault pack with 30lbs of weight. I believe that this is what we are required to physically accomplish at any time within the Pacific Region as it represents our most probable and demanding dismounted movement with our fighting kit. We need to know that we can do it,

that we can fight at any time in the progression and at the destination and we need to get used to wearing and adjusting our gear.

(b) I believe our combat units and selected combat support units must also be capable of a 20 mile approach march within 48 hours. This is a competing baseline goal and is tempered by the unit's focus on their known next mission and the associated PACOM Response Force requirements. If a unit knows their next mission and it clearly could not include the chance of an approach march, commanders should remain focused on the foot march baseline found in paragraph 4.d.(1).(a) above. If a unit is preparing for an undetermined readiness cycle without an identified mission to a specific area of operations, then this requirement is the second baseline.

(2) Tactical Foot Marches. Tactical foot marches are collective training events and are conducted under the conditions in which we fight with tactical movement techniques, communicating with hand-and arms signals, Soldiers' sensor awareness and weapons/security readiness. Our Soldiers will wear and carry the same uniform and items of equipment they will fight in. In order to avoid unnecessary injuries to our Soldiers, we will not run in combat equipment or rucksacks, nor will we carry rucksacks while wearing Individual Body Armor (IBA). Leaders will plan and adjust loads, march rates, and distances according to the mission and force capabilities, i.e. accounting for special population, as defined in paragraph 4.e. below. Units may conduct tactical foot marches during physical training hours, tactical exercises, or as a means to get to and from training with the tactical applications found in paragraph 4.d.(2) above.

(3) Conditioning Foot Marches. Commanders will utilize conditioning foot marches to progressively develop and maintain our Soldiers' ability to physically carry their combat loads while preserving combat power. Conditioning foot marches are physical training events conducted in the IPFU or ACU uniform designated by the Co/Btry/Trp level Leadership in the appropriate combat kit to condition. Conditioning foot march programs will incorporate an entry point and progressively develop newly arrived Soldiers and special population Soldiers to carry combat loads without injuring themselves in the process.

#### d. Special Population.

(1) New Soldier Integration. Battalion Commanders will develop integration programs that acclimatize our new Soldiers to the conditions. You will conduct physical fitness assessments to establish baseline capabilities and training strategies, and teach your new Soldiers how to execute PRT properly and safely in order to best prepare them for their combat mission while preventing needless injuries.

(2) Injured or Ill Soldiers. PRT for soldiers on temporary profile should be conducted and supervised at the Battalion/Squadron level. The PRT goal for Soldiers on temporary profile is to maintain a level of fitness while recovering from injury as thoroughly and quickly as possible. These programs will include properly supervised progressive rehabilitation through tailored exercise programs.

(3) Overweight Soldiers. Soldiers with significant medical conditions would fall under the injured or ill population. The majority of overweight Soldiers do not have an underlying medical condition that makes them overweight. These Soldiers should be full participants in unit physical readiness training. However, because many overweight Soldiers have become de-conditioned, leaders must be cautious in re-conditioning this population. Reconditioning programs for overweight Soldiers should combine cardiovascular exercise with strength, flexibility and mobility exercises, and include dietary modifications to achieve a weight loss of 3 to 8 pounds per month, in accordance with AR 600-9, until Soldiers achieve their optimal body weight. Weigh-ins will be conducted by unit personnel monthly to measure progress. Those who fail to make adequate progress for two consecutive months are subject to separation. After 6 months of unsatisfactory progress in the AWCP, unit commanders will initiate a mandatory bar to reenlistment or administrative separation proceeding IAW AR 600-9.

(4) Special conditioning programs. Special conditioning programs are appropriate for Soldiers who have difficulty meeting unit goals or the Army APFT standard. Special Population PRT for Soldiers failing to meet goals and standards will be conducted at the CO/BTRY/TRP level with the oversight of the 1SG.

(5) Pregnant and Postpartum Soldiers. All pregnant and postpartum Soldiers will participate in the 25<sup>th</sup> ID Pregnancy and Postpartum Physical Training program within the limits of their medical condition and restrictions. Battalion Commanders will ensure pregnant Soldiers are cleared medically to participate throughout the term of their pregnancy and postpartum, and are the approving authority for exemption from the program. Brigade Command Sergeants Major should establish systems to monitor the participation and progress of their pregnant and postpartum soldiers.

e. Nutrition and Recovery. Leaders will educate and motivate Soldiers to follow the proper and healthy nutrition guidelines on the 25<sup>th</sup> ID home page at the NUTRITIONAL GUIDANCE link on the "Nutrition Intake and Timing" link. Soldiers need to properly fuel the body before, during, and after PRT. The amount of fuel (calories) required is based on a Soldier's age, gender, height, weight, and physical activity performed each day. Consume meal or meal-supplement no later than 60 min after each PRT session.

5. Unit Training Programs. Commanders at all levels will develop comprehensive programs based on their combat mission and unit goals. Battalion Commanders will incorporate PRT into all training briefs.

6. Master Fitness Trainers. All Brigades and Battalions within the 25<sup>th</sup> Infantry Division will establish Master Fitness Trainers who will serve as the unit Subject Matter Experts for Physical Readiness Training. MFT's are required to attend the monthly DSAC meeting to provide feedback on unit PRT, best practices, and lessons learned.

7. Division Soldier Athlete Committee. The Division has established a multidisciplinary team consisting of unit leaders, Lightning Academy combatives trainers, Lightning Academy strength and conditioning coaches, physical therapists, dieticians, nutritionists, and key members of the

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Division Staff. This committee will continuously explore and refine policies and programs that will develop a cutting edge approach to Physical Readiness Training.

8. The Lightning Elite. The Lightning Elite is an enduring set of athletic events designed to identify and recognize the top individual male and female athletes, and the top Platoons within the 25<sup>th</sup> Infantry Division. I highly encourage all Leaders and Soldiers to actively compete in all categories of the Lightning Elite in order inculcate a culture of fitness, foster a healthy competitive spirit, and boost esprit de corps across the Division.

9. Combat Readiness Center. In conjunction with the activation of the Lightning Academy, the 25<sup>th</sup> Infantry Division built the Combat Readiness Center consisting of a Ground Based Equipment Gym and Combatives Gym. Units will incorporate Ground Based training into their PRT programs. Schedule the use of the facilities and continuing education through the Lightning Academy Combat Readiness Center staff. Ground Based Training is an integral part of our PRT training methodology as it develops the cross-functional fitness (core strength and stabilization, endurance and explosive power) that we require of our Soldiers to accomplish their combat missions.

10. Conclusion. Physical Readiness Training is the most important training we do in the Tropic Lightning Division for combat readiness and leader development. Commanders will protect this training to ensure that unit programs are focused and tailored to ensure that our Lightning Athlete Warriors achieve the highest levels of physical and mental fitness to meet the rigors and hardships of combat operations around the globe.

11. The point of contact for this memorandum is Lightning 6, at (808) 655-0025.

Tropic Lightning!



KURT FULLER  
Major General, US Army  
Commanding